

EXPLORE THE IMPACT OF RESILIENCE OR WORK-LIFE BALANCE ON SUPERVISOR OR GENDER

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Objectives

Medical practitioners with burnout or tiredness may cause poor medical care. The imbalance between work and life also causes medical errors. The female workers often have multiple identities especially, therefore, the work-life balance becomes more important. To understand whether the resilience and work-life balance have an impact on female supervisors.

Table 1

Year	SAQ/Classify	Male Supervisor	Male non-supervisor	Female Supervisor	Female non-supervisor
2016	Teamwork Climate	71.66%	60.95%	74.05%	55.06%
	Safety Climate	67.67%	55.53%	71.24%	50.22%
	Job Satisfaction	69.81%	55.56%	67.01%	47.08%
	Stress Recognition	57.38%	57.29%	58.03%	50.92%
	Perception of Management	64.40%	51.17%	63.03%	45.41%
	Working Conditions	69.72%	56.18%	70.26%	50.61%
2015	Teamwork Climate	73.74%	56.35%	72.13%	52.40%
	Safety Climate	71.44%	51.28%	70.46%	47.55%
	Job Satisfaction	74.46%	54.69%	68.63%	47.20%
	Stress Recognition	54.42%	53.89%	58.37%	50.53%
	Perception of Management	65.27%	48.74%	64.30%	44.05%
	Working Conditions	72.82%	54.88%	70.60%	49.15%
2014	Teamwork Climate	71.56%	54.36%	71.23%	50.41%
	Safety Climate	67.86%	50.40%	69.29%	45.91%
	Job Satisfaction	73.32%	53.56%	67.82%	46.21%
	Stress Recognition	53.93%	52.93%	57.78%	49.85%
	Perception of Management	61.93%	47.97%	63.51%	42.31%
	Working Conditions	69.26%	53.51%	70.78%	47.95%

Table 2

year	Classify/ Positive response percentage	Male Supervisor(a)	Male non-supervisor(b)	Female Supervisor(c)	Female non-supervisor(d)	ANOVA test	Post hoc tests
2016	resilience	30.96%	26.95%	21.91%	19.11%	p<0.01	a>b>c>d
	work-life balance	60.56%	63.54%	52.88%	56.98%	p<0.01	b>a>d>c
2015	resilience	24.52%	16.36%	14.33%	10.03%	p<0.01	a>b>c>d
	work-life balance	53.11%	57.99%	46.16%	51.46%	p<0.01	b>a>d>c
2014	resilience	23.65%	16.02%	13.46%	9.81%	p<0.01	a>b>c>d
	work-life balance	56.76%	58.23%	48.63%	50.05%	p<0.01	b>a>d>c

Results

There were no differences of teamwork, safety climate, job satisfaction, perception of management, working condition, and stress recognition among the four groups, but there was a significant difference between the "resilience" and "work-life balance". The positive response percentage of resilience for female was much lower than the male's (p<0.01). Especially the dimension of "work- life balance", the female supervisor's positive response percentage was lower than the male supervisor's (p<0.01), the male non-supervisor's (p<0.01), and female non-supervisor's (p<0.01).

Methods

The data was collected from the Taiwan Patient Safety Culture Survey (TPSCS) and patient safety reporting survey. From 2014-2016. Total 213,869 data were collected, and the six dimensions of Safety Attitude Questionnaire (SAQ) were teamwork, safety climate, job satisfaction, perception of management, stress recognition, and working conditions. Since 2013, Dr. Sexton's revision SAQ questionnaire added the dimensions of burnout and work-life balance (named Safety Assessment: Frontline Perspectives from this Work Setting). First, the score of each question was calculated, and the average score of each dimension was switched from 0 to 100 points. The data was classified into male, female, supervisor, and non-supervisor. To explore the differences of resilience and work- life balance positive response percentage between the four groups. ANOVA (one way analysis for variance) and post hoc tests were used. The level of statistical significance was set at p<0.05.

Conclusion

The results showed that female have a lower positive response percentage of "resilience" and "work-life balance" whether they are supervisors or not. Especially the female supervisor's positive response percentage was the lowest. Therefore, they need to be cared appropriately in order to have better healthcare quality.

Figure 1

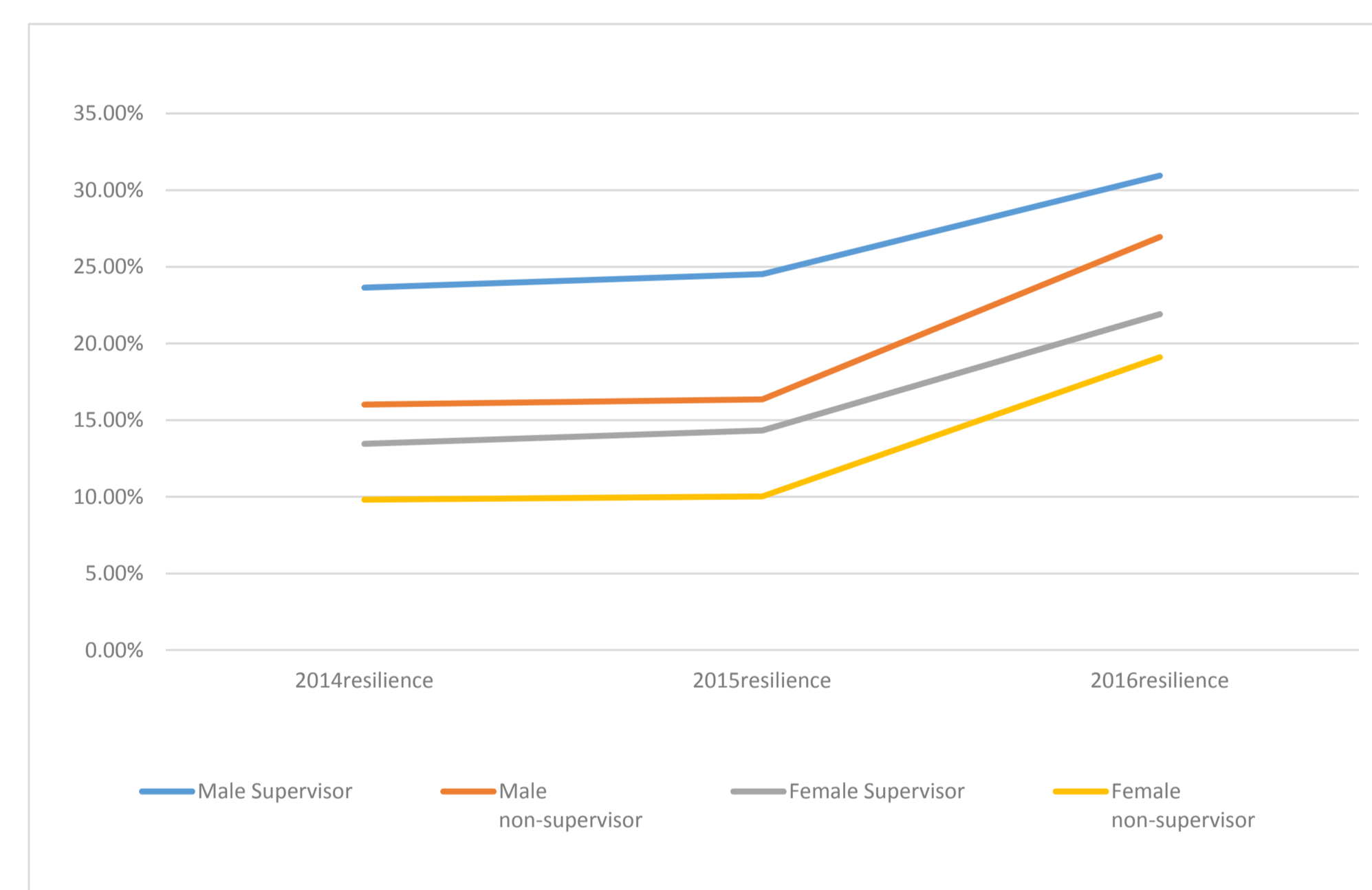
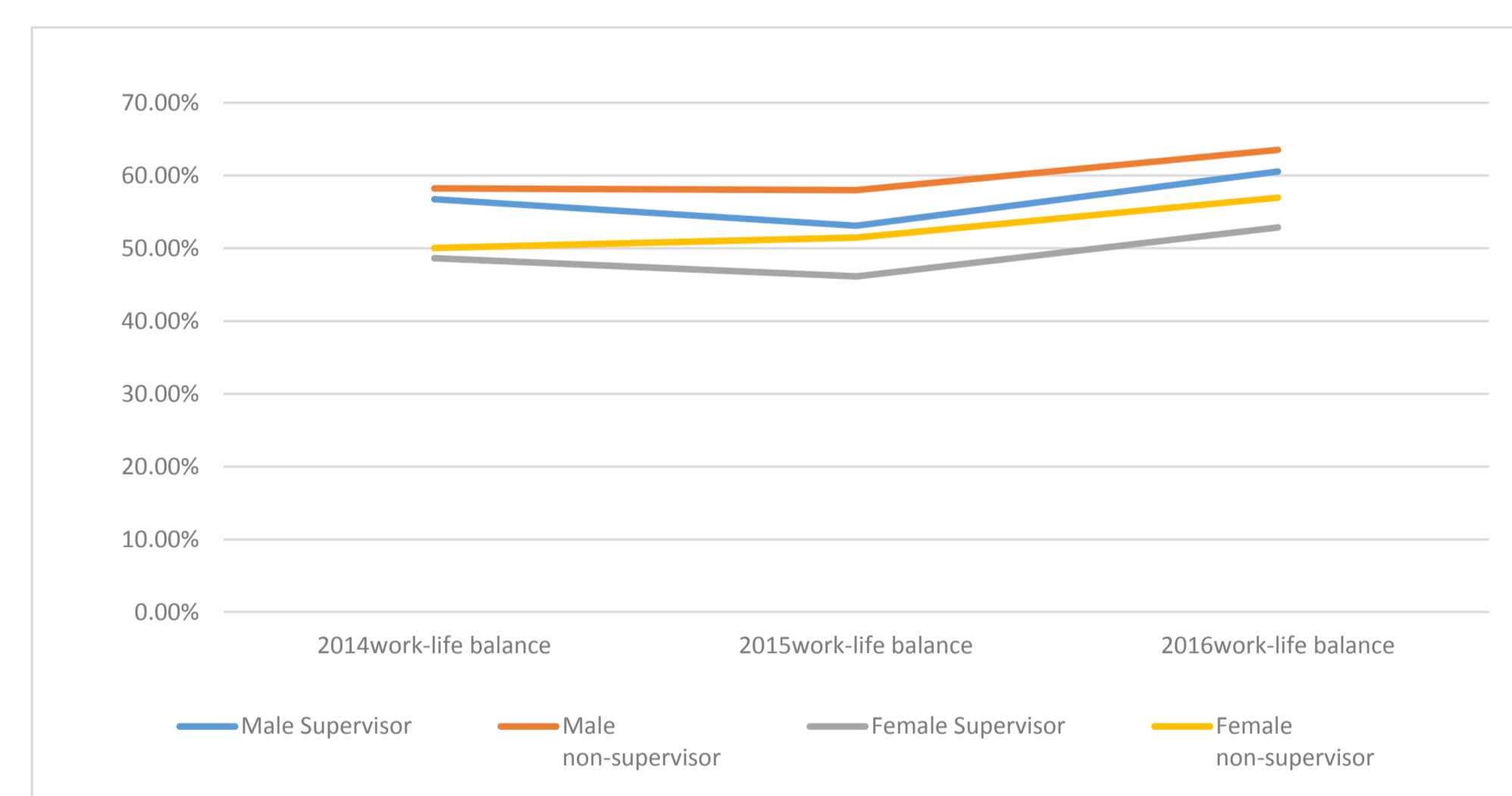


Figure 2



Disclosure of Interest: None Declared

Keywords: resilience, supervisor, work-life balance